

KTIV Television
EEO PUBLIC FILE REPORT
October 1, 2011 - September 30, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant News Director	1-5, 8-10, 13-21, 23-28, 31-36, 38-43, 45-54, 56-58, 60-72	27
Multimedia Producer	1-3, 5, 8-10, 13-21, 23-28, 31-43, 45- 54, 56-57, 60-72	57
Multimedia Journalist	1-5, 8-10, 13-21, 23-28, 31-43, 45-54, 56-58, 60-72	27
Sports Anchor/Multi-Media Journalist	1-5, 8-10, 13-21, 23-28, 31-43, 45-54, 56-58, 60-72	57
Account Executive	1-10, 12-43, 45-58, 60-72	12
Assistant News Director	1-10, 13-29, 31-43, 45-58, 60-72	57
Multimedia Producer	1-10, 13-29, 31-43, 45-58, 60-72	6
Multimedia Producer	1-2, 4-10, 12-29, 31-39, 41-43, 45-58, 60-72	12
Creative Services Commercial Producer	1-2, 4-11, 13-39, 41-58, 60-72	27
Multimedia Journalist	1-2, 4-10, 13-29, 31-39, 41-43, 45-58, 60-72	57
Account Executive	1-2, 4-10, 12-15, 17-29, 31-39, 41-43, 45-72	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Fax : Carla Williams	N	0
2	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Fax : Suzanne -	N	0
3	American Indian Services Inc 817 N Elmwood Avenue Sioux Falls, South Dakota 57104 Phone : 605-334-4069 Email : Fax : 1-605-334-8415 Lee Six Toes	N	0
4	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51103 Phone : 800-662-3303 Email : Fax : Manual posting Nancy McGuire	N	0
5	Brown College 1440 Northland Drive Mendota Heights, Minnesota Phone : 6515-905-3400 Email : kbaumeister@browncollege.edu Fax : Karol Baumeister	N	0
6	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvuvu.edu Fax : 1--- Jerry Johnson	N	1

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7	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : careerservices@bvu.edu Fax : 1--- Carol Lytle	N	0
8	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : Pat Joachim Kitzman	N	0
9	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8000 Email : jdirks@coe.edu Fax : 1-319-399-8503 Judith Dirks	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1--- Michael Bille	N	0
11	Current Employee	N	1
12	Employee Referral	N	4
13	Foundation for Minority Int. In Media 1299 Pennsylvania Avenue, 9th Floor Washington, District of Columbia 20004 Phone : Email : phylis.eagle-oldson@corporate.ge.com Fax : Phyls Eagle-Oldson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Grandview College 1200 Grandview Avenue Des Moines, Iowa 50316 Phone : 515-263-2800 Email : careers@gvc.edu Fax : Megan Hogan	N	0
15	Grinnell College 1127 Park Street Grinnell, Iowa Phone : Email : career@grinnell.edu Fax : Career Service	N	0
16	Hispanic Link News Service 1420 N Street NW #101 Washington, District of Columbia 20005 Phone : Email : Fax : Manual posting Placement Director	N	0
17	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 Phone : Email : Fax : Manual posting James Kavanaugh	N	0
18	Iowa Broadcast News Association Iowa Phone : Email : profjeffstein@msn.com Fax : 1--- Jeff Stein	N	0
19	Iowa Broadcasters website iowabroadcasters.com Iowa Phone : Email : Fax : Manual posting Career Service	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : condon_s@iowacentral.edu Fax : Sara Condon	N	0
21	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa Phone : Email : Fax : Manual posting Don Grove	N	0
22	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Fax : 1--- Kathy Miller Cornwall	N	0
23	Iowa State University ecms.eng.iastate.edu/employers Iowa Phone : Email : Fax : Manual posting Career Service	N	0
24	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 800-432-5852 Email : hirwin@iwcc.edu Fax : Hugh Irwin	N	0
25	Iowa Workforce Development 2508 4th Street Sioux City, Iowa Phone : 712-233-9030 Email : Region12.web@iwd.state.ia.us Fax : 1--- Teresa Book	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Jacquelynn Skotvold Nebraska Phone : 712-239-4100 Email : Fax : 1-605-677-4250 Jacquelynn Skotvold	N	0
27	KTIV website ktiv.com Iowa Phone : Email : Fax : Manual posting Career Service	N	20
28	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : ljacobs@kttc.com Fax : Lynn Jacobs	N	0
29	KWWL 500 East 4th Street Waterloo, Iowa 50703 Phone : 319-291-1259 Email : bblake@kwwl.com Fax : 1--- Beth Blake	N	0
30	Local Newspaper	N	3
31	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Fax : Mark Peltz	N	0
32	Medialine website medialine.com/jobs.htm Iowa Phone : Email : Fax : Manual posting Career Service	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Fax : Dave Madsen	N	0
34	Mt Zion Baptist Church 1421 Geneva Sioux City, Iowa 51103 Phone : 712-255-4623 Email : Fax : Manual posting Rev Floyd Brown	N	0
35	NAACP PO Box 82 Sioux City, Iowa 51103 Phone : Email : SCNAACP@gmail.com Fax : Flora Lee	N	0
36	Nebraska Workforce Development 105 E Norfolk Avenue, Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4400 Email : Darlus.mcwilliams@nebraska.gov Fax : 1--- Darlus McWilliams	N	0
37	New Jersey Herald Two Spring Street Newton, New Jersey Phone : 800-424-3725 Email : kdixon@njherald.com Fax : Karen Dixon	N	0
38	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : Ben Ellis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Northeast Community College 801 E Benjamin Avenue PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Email : terrih@northeast.edu Fax : 1--- Terri Heggemeyer	N	0
40	Northwest Iowa Community College 603 West Park Street Sheldon, Iowa 51201 Phone : 712-324-5066x164 Email : klandis@nwicc.edu Fax : Kristie Landis	N	0
41	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7000 Email : bminnick@nwcsiowa.edu Fax : Bill Minnick	N	0
42	NW Missouri State 800 University Drive Maryville, Missouri Phone : 660-562-1250 Email : career@nwmissouri.edu Fax : Joan Schneider	N	0
43	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valeview, Ohio Phone : 216-447-9117 Email : gary@beonair.com Fax : Gary James	N	0
44	On Air Recruitment Ad	N	1

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45	Quincy Newspapers Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : aborden@qni.biz Fax : 1--- Ashley Borden	N	0
46	Quincy Newspapers Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jhutmacher@qni.biz Fax : Julie Hutmacher	N	0
47	Sanford Community Center 1700 Center Sioux City, Iowa 51103 Phone : Email : Fax : Manual posting George Boykin	N	0
48	Shaw University 118 E South Street Raleigh, North Carolina Phone : Email : jholley@shawu.edu Fax : Juanda Holley	N	0
49	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Fax : Jill Rossiter	N	0
50	Sioux City Community Rights Commission 405 6th Street, Room 410 PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6985 Email : kmackey@sioux-city.org Fax : Karen Mackey	N	0

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51	Siouxland Careerlink website siouxland.careerlink.com Iowa Phone : Email : Fax : Manual posting Justin MacNair	N	0
52	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Email : Fax : Manual posting Cindy Jenkins	N	0
53	Southwest State University 1501 State Street Marshall, Minnesota 56258 Phone : 507-537-6221 Email : Careers@SMSU.edu Fax : Sheila Risacher	N	0
54	St Cloud State University 720 4th Avenue South St Cloud, Minnesota 56301 Phone : 320-308-2151 Email : mlmills@stcloudstate.edu Fax : Mark Mills	N	0
55	St Cloud State University 720 4th Avenue South St Cloud, Minnesota 56301 Phone : 320-308-2151 Email : leemerick@stcloudstate.edu Fax : 1--- Laura Emerick	N	0
56	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : elliottangelap@sau.edu Fax : Angela Elliott	N	0

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57	TV Jobs website tvjobs.com Iowa Phone : Email : Fax : Manual posting Career Service	N	31
58	University of Iowa careers.uiowa.edu/employers/expo.html#post Iowa Phone : Email : Fax : Manual posting Career Service	N	0
59	University of Nebraska-Lincoln 206 Avery Hall Lincoln, Nebraska 68588-0131 Phone : Email : ralloway1@unl.edu Fax : 1--- Rick Alloway	N	0
60	University of Northern Iowa 102 Gilchrist Cedar Falls, Iowa Phone : 319-273-6857 Email : careercenter@uni.edu Fax : Robert Frederick	N	0
61	University of South Dakota 414 E Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5478 Email : michelle.vanmaanen@usd.edu Fax : 1--- Dr. Michelle Van Maanen	N	0
62	Virginia Union University 1500 N Lombardy Street Richmond, Virginia 23220 Phone : 804-257-5656 Email : Fax : 1-804-257-5748 Penni Sweetenbug-Lee	N	0

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63	WAOW/WYOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1--- Kelly Fuller	N	0
64	Wartburg College PO Box 1003 Waverly, Iowa Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Fax : Derek Solheim	N	0
65	Wayne State College 111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7327 Email : coop@wsc.edu Fax : Jason Barelman	N	0
66	Western Iowa Tech 4546 Stone Avenue Sioux City, Iowa 51106 Phone : 712-274-6402 Email : BergenK@witcc.edu Fax : Kendra Bergenske	N	0
67	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : dvancil@wgem.com Fax : Donna Vancil	N	0
68	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : jmillar@wkowtv.com Fax : Jessica Miller	N	0

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69	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : ttruesdale@wrex.com Fax : Trista Truesdale	N	0
70	WSJV PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5310 Email : hstewart@fox28.com Fax : Heather Stewart	N	0
71	WVVA PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Fax : 1--- Audrey Sluss	N	0
72	WXOW/WQOW PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : psletten@wxow.com Fax : Pam Sletten	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/26/2011	Participation in events or programs sponsored by educational institutions	Spoke to Mass Comm class at Morningside College in Sioux City IA	2	General Sales Manager Director of Programming & Marketing	0.25
2	11/14/2011	Participation in events or programs sponsored by educational institutions	Spoke to students at Briar Cliff University in Sioux City, Iowa	1	Anchor	0.25
3	1/17/2012	Participation in events or programs sponsored by educational institutions	5, 6 & 10 Anchor, Kristie VerMulm, spoke to Honors Class students at Sergeant Bluff Luton Middle School	1	Anchor	0.25
4	3/13/2012	Participation in events or programs sponsored by educational institutions	Speaker at Career Connect Event at Buena Vista University in Storm Lake Iowa	1	Director of Programming and Marketing	0.25
5	3/16/2012	Participation in events or programs sponsored by educational institutions	Speaker/Emcee at Western Iowa Tech Community College in Sioux City, Iowa	1	Anchor	0.25
6	3/30/2012	Establishment of an intern program designed to assist members of the community	KTIV has a paid internship program in conjunction with parent company Quincy Newspapers Inc. Interns can gain valuable experience in all aspects of television news, creative services, production and sales. The level of responsibility and hands-on duties is determined by experience and performance. KTIV had one spring intern and one summer intern for this reporting period.	1	Director of News & Operations	1.00
7	4/21/2012	Participation in events or programs sponsored by educational institutions	Journalism Conference at Northeast Community College in Norfolk, Nebraska	1	Anchor	0.25
8	4/25/2012	Participation in events or programs sponsored by educational institutions	Career Fair Guest Speaker at East Middle School in Sioux City, Iowa	1	Anchor	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.75